G. R. S. IX-5]

Previous references.

File No. 5 2 19

1919.
(Medical)

Serial Nos. 1 9 3

Later references.

GENERAL AND REVENUE SECRETARIAT

Serial Nos. 193.

Part B for Jan 1920.

SUBJECT.

Proposals for the formation of a separate cadre for Lady Doctors

---

813. To. The Senior Surgeon.
" Comptroller.
" Principals of the Municipal & Public
No. 9 1864-74 of 27-
Bombay.

WD 2233—GPB—20,000—11-6-20

(For Disposal at a Meeting)

No. C. 376

.....19..2....

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT.

(Clause x of the schedule)

Proposals to form a separate cadre for the Lady Doctors.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

C Balasundaram
Chief Secretary to Government

.....21st.....January..... ...1920.

Extraordinary Member of Council.

4726-234
24-1-20

First Member of Council. Opinion recorded
Vide
20.1.20

Second Member of Council. Seen.

2750
21/1/20

Third Member of Council. Opinion recorded
20/

G. R. S. III—1] 1919-20

GENERAL AND REVENUE SECRETARIAT.

(Medical)

NOTES.

File No. 32-19

FILE HEADING.

Pay & Prospects of Lady Medical officers.

From

No.	Dated	Received

Diary No.	Enclos.	Spare Copies.	Serial No.

BRIEF ABSTRACT OF LETTER.

NOTES AND ORDERS.

NOTES—First Sheet.

P TO

WD 1316—GPB—100—29-1-19

REPLY.

(To be written on this margin.)

3247

Office of the ~~Temporary~~ Second Member of Council.

NOTE.

Dated.....16th..August.....*1919*.

02.20
16.8.19.

Experience has shown that owing to the paucity of lady graduates in Medicine it is difficult to secure the services of qualified women doctors for the Medical Department except on high rates of salary to start with. But their inclusion in the intermediate grades of the general cadre operates as a hardship on the male Medical Officers already in the service by reducing their chances of promotion. As a large number of lady doctors will have to be employed to meet our increasing requirements in accordance with our programme of medical relief there will be frequent supersessions which will in course of time breed discontent in the Medical Service. To avoid this undesirable result it is necessary to form a separate cadre for the lady doctors. The number of lady doctors required for our purposes in course of about 5 years may be ascertained and the total number of lady doctors including those in the service may be fixed. These may be divided into different grades corresponding to the present grades ~~of~~ separate scales of pay may be prescribed for them. If this is

P. T.

G. R. S. III-2]

General and Revenue Secretariat.

File No. 52 of 1919.

Serial No.				
		Surgeons.	Asst Surgeons or Apothecaries.	Sub-Asst Surgeons.
1)	Number required during the next 5 Years	5	20	14+6 (reserve)
2)	Number in service now	2	4+9	5
3)	Number due to retire during the next 5 Years	1	3	
4)	Number required during 5 Years	4	10	15 (inclu 6 ret
	Present Salary	1 (700-50-800) 1 (500)	2 (200-20-360 2 (120-10-200) 9 (75-5/1-200)	45-10-6
	Proposed Salary	5 (400-50-600)	20 8 (200-20-360) 12 (120-10-20	1 (12 2 (11 17 (5 10

1) The following Statement gives the number of persons in service now & work that will be required during the next 5 years:—

If the Senior Surgeons proposals are approved, he may, if approved, be asked to send a proportion Statement

19/10

7) What is the pay of Civil officers of the Army Surgeon in Br India?

13/11

Sub 8) According to the Civil estimates of Govt of India 1918-19, the pay of Surgeons

NOTE—Contn. sheet.

5951

G. R. S. III-2]

General and Revenue Secretariat.

(File No. 12 of 1915.

Serial No.

who belong to the Indian Medical Service is Rs 750 rising to Rs 1350. but in the case of Civil Surgeons who are selected for the Cadre of Civil Assistant Surgeons the pay is Rs 350 rising to Rs 500

Gen 888 14/11 14-11-15.

9) The Senior Surgeon's proposals are suitable except perhaps in one particular. In Br India the pay of Civil Surgeons is Rs 500/- for the first class, so the pay of Rs 550/- for the first class in the Senior Branch of the Lady Doctor's service is all right. Here the first class men Surgeons pay is Rs 800-900; hence the pay of the lady surgeon of the first class should not be less. A rule may necessary be made that only ladies with Surgeon qualifications will be entitled to promotion to the 1st class on the pay of the top grade viz Rs 700-800 + allce 100 for Qualification all through the grade.

10) Not necessary. Women with such high qualifications will be rare & such cases may be treated on their merits.

15/11

(Ch Secy)

The Senior Surgeons proposals

NOTE—Contn. sheet.

Serial No.

maybe approved, but I do not think it is necessary to continue the Sex allce to Surgeons Fas. & Surgeon when a separate Cadre is constituted. If necessary Lady Asst Surgeons may start on 150 instead of 120 Rs.

12) The proposals in regard to the number of doctors required may be accepted.

2956
19-12-19

2nd member) C85 17/12/19

9th 17/12

13) As shown in my note dated the 6th Augt 19, it is desirable to have a separate Cadre for women doctors. The Senior Surgeon agrees with this & says that it will give satisfaction to doctors & patients. The proposal may therefore be approved. The number of the proposed women doctors in each cadre is suitable & may be accepted.

14) As regards the pay of Senior Surgeons proposes a staff pay of Rs 120 for the first Surgeon & 2nd grade. This is not a Surgeon. Recent experience has shown that a pay of Rs 150 a month

5951 (

G. R. S. III-2]

General and Revenue Secretariat. | Medl File No. 52 of 1919.

Serial No.

is not attractive enough - the minimum pay may be fixed at Rs 150 instead of 120.

15) The number of lady doctors in the Medl. grade of Asstt Surgeons will have to be fixed.

16) As regards the surgeons, the minimum pay is all right. But the maximum pay Rs 600 does not correspond with the maximum pay of men doctors. It is however understood that it is to be left in a fluid condition -

17) The lady doctors may be given free quarters and an extra allowance is proposed.

18) The separate grade of lady Apothecaries may be abolished - the present incumbents may be styled as Asstt Surgeons -

Medl 20/12

19) Please submit draft Government.

Dewan 31/12

DEWAN'S OFFICE
Recd. on JAN 3 1920
Reg. No. 4450

1600-19

Dewan). Submitted for Council
4.1.20

To Medl Secy with compliments. As remarks.

6/1/20

NOTE—Contn. sheet.
18

Serial No.

12 There are some reasons to be urged against the proposal from the financial point of view. In the first place there appears to be no object in forming a cadre for appointments in institutions - to be opened hereafter. The starting of new institutions, however desirable and urgent, depends upon the available resources and the present proposal, in so far as it relates to Lady Doctors intended for institutions hereafter to be opened, cannot be considered until the programme of expansion of Medical Relief with reference to the available revenues is settled and sanctioned.

13 For the few appointments of Lady Doctors that we now have, it does not appear to be desirable to form a separate cadre. There are also some drawbacks in that arrangement. For one thing, the arrangement is likely to be more expensive than otherwise as the separate cadre, small as it will be, has independently to provide for a flow of promotion for the Lady Doctors themselves. There can be no two opinions as regards the desirability of posting Lady Doctors for charges for which they are more suited. If the Lady Doctor's charges are defined, there appears to be no disadvantage either to them or to the men Doctors by bringing both on the same list. The inconveniances urged are two (1) that the starting of Lady Doctors on higher -

rates

Serial No.

rates of pay causes discontent among the men-Doctors, and (2) if a lady's charge is vacant, a Lady-Doctor cannot step into it, if there are men-Doctors senior to her. I think it is possible to remedy both these inconveniences. It is of course, necessary to offer a higher rate of initial pay to Lady-Doctors but there can be no objection to treat the excess over what the pay would have been had the recruit been a man-Doctor as an allowance which might also be permitted to be counted for leave and pension. The Men-Doctors cannot complain if additional remuneration is given to Lady-Doctors in the form of allowances; the necessity for which must be recognised by them in the special circumstances of Medical Department in India; and no question of supersession can arise if the officers of both sexes are brought on one list according to this arrangement.

14 If, as I have proposed, the charges to be held by Lady-Doctors are defined, there can be no objection on the part of the men-Doctors for their lady ~~lady~~ colleagues being promoted to such charges in preferance to them. The charges will be that of, Sub-Assistant, Assistant and Surgeons and onoe a Lady-Doctor is given one of her legitimate charges, there can be no objection

Serial No.

objection to regulate promotion to the different grades of the same charge ignoring the difference of sex. It is possible that occasional instances of hardship due to preference shewn to Doctors of either sex in regulating promotion might arise and each such case has to be considered on its own merits and the relief called for ~~being~~ granted.

25 I may add that the financial cost of the proposal has not been calculated.

Draft
10.1.20
Chief Secy)
12/1/20

Cir. circulate
10/1/20

26 There are not very many lady Doctors now in the higher grades. It seems unnecessary just at present to create a separate cadre for them. If the intention is that the number of lady Doctors should be increased (without reducing the number of male Doctors) the question is how far we can do so now in the present state of our finances and require consideration. I think that until

NOTE—Contn. sheet.

General and Revenue Secretariat. | File No. of 191 .

Serial No.

the number of Lady Doctors is increased sufficiently to necessitate a separate cadre being formed for them. the present arrangement may continue.

Any cases in which Extra remuneration has to be paid to the Lady Doctors may be met by the grant of personal allowances, as suggested by the Govt (Secy) This will not interfere with the General or the promotion of the male Doctors & can easily not be felt as a grievance by them.

Govt
23/1

I am strongly in favour of a separate cadre for Lady Doctors. with the starting Salary of Rs 150/- per Lady-Doctors in the Asst Surgeons grade. In the Surgeon grade Salaries of Rs 600/ upwards may be as a rule reserved for these with high European qualifications. It is understood that if financial conditions do not permit of it, Expenditure Establishment will not be increased, as far as possible. Subject to this proviso, I am in agreement with the views expressed by the S.S & concurred in by the Member in charge.

Rees
26.1.20.

if M.D or M.B.B.S of British Universities or the M.R.C.S & L.R.C.P (Eng.

C. 376

"D" - 6. 12

Subject. - Clause x of the schedule.

28 Proposals to form a separate cadre for the Lady Doctors.

....

Opinion of the Council.

29/4/20
Prepare statement showing separate cadre & bring up next meeting.
29/4/20

To ~~the Assistant Secretary, Medical~~ ~~Section~~ for immediate action.

30/4/20

29 A statement showing the present & proposed scale is put up.

30 It will be seen that the inclusion of Lady Apothecaries among Assistant Surgeons will be unduly favourable to 5 persons raising their emoluments from 150, 125 & 105 to 180 Rs.

31 As regards Sub-Assistant Surgeons, if we adopt the Madras Scale in the case of women, we may be obliged to do the same in the case of the men Sub-Assistant Surgeons.

32 The Sex allowance may have to be retained on the rates now proposed as the same as for the men's service, which

Serial No.

these officers are getting with the dearness allce.

33 Since a dearness allce is given it is a question whether the minimum pay of Asst Surgeon should be 150 or may be kept at 120 Rs.

34 As for the apothecaries, those a 170 may retain their present rate of pa 75 5/7 - 200 till they reach 200 Rs, th they may be put on the 1st grade ass Surgeon's grade (if vacancies exist & if no or kept in the Asst Surgeons 2nd gra

The 2 above

170 & 120 may be taken as ass Surgeons 2nd grade.

35 Those on 95 & 75 Rs may continue in the present grade 75-5/7 till they reach 120 Rs & they may then be taken as Asst Surgeons 2nd grade

2nd Member

CBY
4/2/20

C. 37½

14.

Extract from the Proceedings of the 518th *Meeting of the Council of His Highness the Maharaja, held at Bangalore on the* 5th February 1920. ~~19~~ .

5. Subject. - Clause x of the schedule.

Proposals to form a separate cadre for the Lady Doctors.

Opinion of the Council.

The Lady Doctors may be placed in a separate cadre, the numbers in the several grades being as follows:-

Surgeons ..	2	400-50/3-600	plus 50 non allowance.
Assistant Surgeons, 1st grade.	3	200-20-360	plus 30 --do.--
Assistant Surgeons, 2nd grade.	2	120-10-200	plus 30 --do.--
Apothecaries	10	75-5- 200	plus 30 --do.--
Sub Assistant Surgeons	5	Madras scale of pay from 50 to 90 with two prize appointments on Rs.100, with non allowance of Rs.10.	

Miss Govindarajulu may be permitted to retain her present scale as personal to her.

(Signed) M. Kantaraj Urs,

Dewan of Mysore.

"EXTRACT"

C Balasundaram Jr

Chief Secretary to Government.

WD 1148—GPB—1,000—23-12-18

G. R. S. III-2]

General and Revenue Secretariat.

File No. of 191 .

Serial No.

Extract from the Proceedings of the Council is put up.

Forwarded, with compliments, to the Financial Secretary to Government, for concurrence or remarks if any.

By order,

C Balasundaram
Chief Secretary to Govt

1702-09

Comp. Regr. No 27

As the pay of Lady doctors of the Surgeon grade 2 is proposed to be fixed at 400 - 50/- 600 & Rs 1 a day allce of Rs 50 in addition is not necessary. 6.2.20

Chief Secy)

Hon Minister D.F.

11/2

17/2/20

D.F.N. subt

2nd. member)

6215
17.2.20

17/2/20

6/2/20

18/2

3) Finl Note signed by the Members in Retreat

D.S.N. Subt.

21/2/20

23/2

OFFICE.
Rec'd on FEB 23 1920
Reg. No. 5815

NOTE.—Contn. sheet

Final Note by the Second Member of Council.

Subject:-

Proposals to form a separate cadre for Lady Doctors.

At present the general cadre of Medical Officers provides the following grades:-

(i) Surgeons, classes 1 to 6

16 appointments on pay ranging from Rs.400/- to 900/-.

(ii) Assistant Surgeons, Ist grade.

16 appointments on Rs.200-20-360.

(iii) Assistant Surgeons, IInd grade.

19 plus 2 appointments on Rs.120-10-200.

(iv) Medical Graduates.

9 appointments on Rs.80-5-100.

(v) Lady Apothecaries.

10 appointments on Rs.75-5-200.

(vi) Sub Assistant Surgeons.

190 appointments on pay ranging from Rs.45 to 90.

2. Except in the class of Lady Apothecaries, men and women are

are employed in the remaining grades according to their individual qualifications. In the case of the Lady Medical Officers a sex - allowance is given to them in addition to their grade pay and other allowances, if any, according to the following scale:-

Lady Surgeons	-	Rs.50/- per month.
Lady Assistant Surgeons or Apothecaries.	-	Rs.30/- per month.
Lady Sub Assistant Surgeons.	-	Rs.15/- per month.

A statement showing the number and the grades of the Lady Medical Officers in the State Service at present is also put up.

3. The paucity of Lady Graduates in Medicine and the difficulty of securing their services for employment in the State Medical Department have resulted in their being employed when available on suitable rates of pay in the intermediate grades of Surgeons and Assistant - Surgeons and this operates as a hardship on the male Medical Officers already in service by reducing their chances of promotion.

Again difficulties arise in filling up vacancies among the Lady Medical Officers as it occasionally involves the supersession of one or more male Medical Officers who happen to be classed or graded with them.

4. A large number of Lady Medical Officers have to be employed in the State during the next 5 years in accordance with the programme of Medical relief approved by Government. This again will involve frequent and numerous supersessions which in course of time will result in discontent among the male Medical Officers in the service.

5. To avoid this state of affairs and to provide for a prospective scale for the Lady Medical Officers it is proposed to form a separate cadre for them.

6. The Senior Surgeon who was consulted proposes the following scale:-

5 Appointments of Surgeons on pay starting on Rs.400 and rising to Rs.600 after 10 years of service.

8 Assistant Surgeons I grade on Rs.200-20-360.

12 " " II grade on Rs.120-10-200.

(Lady apothecaries being absorbed in this grade).

20. Appointments of Sub Assistant Surgeons starting on Rs.50 and rising to Rs.100 after 24 years of service with 3 prize appointments in two - senior grades of Rs.110 and 120 respectively.

The sanctioned scale of sex allowances is also proposed to be continued.

7. The Financial Secretary is for reasons recorded in his note dated 10th January 1920 not in favour of a separate cadre for this branch of Medical service.

8. The subject was considered at a meeting of Council on 5th February 1920 and the Council are of the following opinion:-

The Lady Doctors (now in service) may be placed in a separate cadre, the number in the several grades being as follows:-

	No.	Pay.
Surgeons.	2	Rs.400-50/3-600 plus 50(S.A.)
Asst.Surgeons Ist grade.	3	Rs.200-20-360 plus 30 "
Asst.Surgeons IInd grade.	2	Rs.120-10-200 plus 30 "
Apothecaries.	10	Rs. 75-5-200 plus 30 "
Sub.Asst.Surgeons	5	Madras scale of pay from Rs.50 to 90 with 2 prize appointments on Rs.100, plus S.A. of Rs.10

Miss. Govindarajulu (whose retirement from 5th October 1920 has been sanctioned by Government) may be permitted to retain her present scale of pay (700-50-800) as personal to her.

9. The Financial Secretary to whom the above resolution was forwarded for concurrence or remarks has agreed to it with the exception of the

sex

sex allowance of Rs.50/- to Surgeons which he considers not necessary in view of the grade of 400-50/3-600 fixed for them.

10. The sex allowance is sanctioned to this class of officers as an inducement for them to take up service irrespective of the grade pay which is fixed according to individual qualifications. The ratesof pay are the same as for the men and since the sex allowance is being given at present it will not be fair to abolish it without any improvement in the rate of pay.

11. The cadre now proposed is a modest one and it does not involve any appreciable extra cost.

12. I beg that the proposal as formulated by the council may be sanctioned.

Bangalore.
19-2-1920.

MEMBER OF COUNCIL.

Submitted to His Highness.

I submit herewith a Final Note by the Second

Member of Council on the subject ~~of~~ viz., Proposals to form a separate cadre for Lady Doctors, -

.....

for His Highness' gracious approval.

24-7-20

Dewan.

Record of Cases submitted for the Orders of His Highness the Maharaja

Subject.

Proposals for the formation of a separate cadre for Lady Doctors.

Order.

no 911

~~KRW~~
3/3/20

CL-L
4-3-20

G. R. S. III-2]

C-376 5981

General and Revenue Secretariat. | Med & File No. of 19

Serial No.

31. All urgent or confidential files returned with His Highness' orders may, in the absence of instructions or indications to the contrary, be ordinarily circulated to the Members of Council for perusal after the issue of orders.

33. The Secretaries concerned should see that orders in the cases referred to above are issued at once and that the files are returned immediately after to the Chief Secretary for circulation to the Members.

34. In all other cases, the files will first be circulated to the Members of Council at headquarters and then sent to the Secretariat concerned for the issue of orders.

Circulated to the Members of Council for perusal of His Highness' orders ~~after~~ before issue of orders. (*Vide* Rules 31, 33 and 34 of the Subsidiary Rules for the conduct of business of Council in the Manual of Council Rules and Procedure.)

C Balasundaram Ayyar
Chief Secretary to Govt. 5/3/20

Through the Secretary to Government,

.....Department.

4071 8/3/20.

FIRST MEMBER OF COUNCIL 6/3

5782-166 9.3.1920.

SECOND MEMBER OF COUNCIL Reed 10.3.20.

4692 6.3.20

THIRD MEMBER OF COUNCIL. 5/3

NOTE—Contn. sheet.

Please put up draft
8/3/20

R. S. III-2]

General and Revenue Secretariat.

File No. 52 of 1919-20.

Serial No.

Draft submitted

38 Para 3 is added subject to approval
11.3.20

39 There are now 2 surgeons in the service, viz messrs. Govindarajulu & Mary Whale, the former in grade 700-50-800 & the latter on Rs 800.

40 The vacancy in 3rd class surgeon, 550-25-700, due to the death of miss Ayyakannal, has been ordered in G.O. No. 215-16/Med 16-18-10 Camp 4.10.19 to be kept open so as to permit of recruitment of a lady medical officer of high qualifications suitable for ords. The draft as revised may be approved.

11/3. (Chief Secy) 12/3/20.

41 Please see remarks & submit revised typed draft

15/3/20

Revised typed draft submitted

Chief Secy) 17/3/20.

42 I have revised the draft somewhat & inserted a sentence about the promotion of certain officers separately under consideration. The draft as revised may be approved.

3rd November 12/5/20

NOTE—Contn. sheets 6433 14/11/20

G. R. S. III-2]

General and Revenue Secretariat.

File No. 52 of 1919-20.

Serial No.

(3) There are two appts of Lady Surgeons in the grade of 400—600 and there are 6 grades of Men Surgeons. The question will arise from which of the Men Surgeons' classes the vacancies in the reduction will be made. There are at present 3 Lady Asst Surgeons in the 1st grade. If the proposals now made are sanctioned, there will be an addition of the 1st grade by the promotion of Miss Mathura Bai. The draft order provision is made only for 3 Lady Asst Surgeons in the 1st grade. At present there is only one Lady Asst Surgeon in the 2nd grade having not yet assumed Miss Mathura Bai whose promotion to the 1st grade has been sanctioned by the Council & is under submission to Government. These facts may be taken into consideration & revised draft may be submitted

[illegible]
27/5
27/5/15

[illegible] As there is no grade of 400-$\frac{50}{3}$-600 among men Surgeons, the two appointments of Lady Surgeons referred to above might perhaps be counted against Miss Ayachamma's vacancy on 550-25-700 and Mr. Ranganna's vacancy on 500.

NOTE—Contn. sheet.

G. R. S. III-2)

General and Revenue Secretariat. | Their File No. 52 of 1919-20

Serial No.

As regards the number of Assistant Surgeons in the 1st and 2nd Grades, the figures proposed in paragraph 4 of the draft might perhaps be allowed to stand. As it is ~~proposed~~ provided under paragraph 5 that the numbers of Assistant Surgeons, 1st and 2nd Grade, will be subject to variation in the light of orders regarding the promotion of certain officers which is separately under consideration, no further revision of the draft appears necessary in consequence of the promotion of Mrs. Madhura Bai Kuchgaokar.

Chief Secy.) " 28/5/20.

A revised draft is put up as per instructions. The average salary in respect of the two appointments proposed in the Surgeons' grade in the Ladies' cadre is Rs. 500 for each and it would perhaps be enough if the strength of Surgeons in the men's cadre is reduced by two places on Rs. 500 and 450 respectively.

Chief Secy.) 10/6/20

3rd member } Three Ft seats }

& shall have 2 places on Rs 500 each ~~5~~ 7 should go from the old list (combined)

13.7.20

3rd member) " 14.7.20

Draft approved 13/7/20

NOTE—Contn. sheet.

G. R. S. III-2]

General and Revenue Secretariat. | Med File No. 52 of 1919-20

Serial No.

DEWAN'S OFFICE.
Recd. on JUL 17 1920
Reg. No. 416

For perusal before issue
Dewan
ubz 16/7/20
Seen
20.7.20.
5th Issue
ubz
24/7

5 H. H. has approved the proposal.
Reference is invited to D/D opinion noted in pages 15 & 25.
Draft & fair communicating the order submitted
Mes
27/7 (H. Secy)

5 What appointments in the grades of Surgeons allowed for men should be abolished is a point on which there is no ref in the D.F.N. & D.S.N. and for separate orders on this point the file may be sent to the Administrative Dept
mes 27/7 to 31.7.20

K(187)-20

5 Finance Branch
The draft has been approved by the Dewan. Order may be communicated &c. Complied.
mes 4.8.20

Celin Secy
Bohecha Bombay
mes 31/7/20

D. F. N. may be put up.

5 Not necessary
Vide Fin. Secy's remarks in the margin.
Secy 4/8/20.

NOTE—Contn. sheet.

G. R. S. III-2]

General and Revenue Secretariat. | Medical File No. 52 of 1919-20

D/No 287-20

Serial No. 55

Draft and fair endorsement received.

Hon. 5/8/1920

mail 7-8-20

56

Issued 9/8

3 To The Senior Surgeon
The Comptroller through the Secty
The Addl to the Municipalities
and DL Boards.
The Addl Sany Board Kgd.
Nos 1764-74 D 27-7-20
communicating the formation
of a Separate Cadre for
Lady Doctors.

NOTE—Contn. sheet.

No.	Name	Designation	Grade & pay.	Length of Service
	Surgeons (2)		Rs	Yrs M
1	Miss A. Govindarajulu	Surgeon 2nd class & L.M.O Maternity Hospital Bangalore	700 in 700-50-800 + S.A 50	32 - 4
2	Mrs Mary J. Whale	Surgeon, 4th Class & L.M.O Vani Vilas Hospl.	500 + S.A 50	17 - 7
	Asst Surgeons, I grade (3)			
3	Mrs B. Berriton	Asst Surgeon I grade, Vic Hospl, B'lore	260 (in 200-20-360) + S.A 30	2 - 7
4	Miss A.G. Allen	Asst Surgeon I grade & Asst L.M.O Vani Vilas, Mysore	220 in (200-20-360) + S.A 30	7 - 3
5	" M.C. Albuquerque	Asst Surgeon I grade & Asst L.M.O Mat. Hospl, Bangalore	300 in (200-20-360) + S.A. 30	9 - 4
	Asst Surgeons II grade (2)			
6	Mrs Mathurabai Ukhgaonkar	Asst Surgeon II grade, Vani Vilas Hospl., Mysore.	170 in (120-10-200) + S.A. 30	4 - 11
7	" Ratnamma Isaac	Asst Surgeon II grade & Asst L.M.O Vic Hospl.	170 in (120-10-200) + S.A. 30	
	Lady Apothecaries (10)			
8	Mrs L. Rodrigues	Lady Apothecary, Female Dispy Chickballapur	170 in 75-5-200 + SA 30 + 10	28-5
9	Miss E. L. Palman	Do — Kolar	170 in 75-5-200 + S.A 30 + 10	25-11
10	Mrs A. Falconer James	Do. Hassan	170 + S.A 30 + 10	25-7
11	Miss Florence Brown	Do- Shimoga	170 + S.A 30 + 15	25-6
12	Mrs Laura Holman Rozario	Do - Maternity Hospl Robertsonpet	170 + 30 + 50	24-6
13	Miss N.E. Trutwein	Do — Female Dispy Sagar	120 + 30 + 20	9 - 0
14	" A. Rozario	Do- Tirthahalli	120 + 30 + 20	9 - 4
15	" E. Patton	Do - Champion Reefs	95 + 30 + 15	7 - 9
16	" A.E. Smith	Do Chikmagalur	95 + 30 + 15	3 - 4
17	" Azizvathum	Do Maternity Hospl, B'lore	75 + 30	1 - 2
	Sub Asst Surgeons (5)			
18	" S. Paul	Sub Asst Surgeon Female Dispy Chitaldrug	75 + 15 + 10	28-7
19	Mrs M. Balasundaramma	Do - Female Dispy, Tarikere	55 + 10 + 15 + 15	12-3
20	Mrs Amba Bai	Do — Krishnarajendra Hospl	45 + 15 + 10	4 - 6
21	Mrs A.C. Murphy	Do - Maternity Hospl Robertsonpet	45 + 15 + 4	3 - 2
22	Miss M. Joaequim	Do — Mat. Hospl, Bangalore	45 + 15	2 - 5

Present Scale

Govt. Orders creating the Post	Name of Grade	No's of appointments in the Grade	Pay: Progressive or fixed pay to get her with allce	Pay: actual pay	Annual cost
G.O. G.679-80. Med 69-16-4 dt 13th July 1918	Surgeon II class	1	700-50-800 +Sex all-50	700+50 = 750	9,000
do	Surgeon, IV Class	1	500 +Sex all: 50	550	6,600
do	Ass^{t} Surgeons I grade	3	200-20-360 +Sex all 30	260+30 220+30 300+30	10,440
do	Ass^{t} Surgeons, II grade	2	120-10-200 +Sex all: 30	170+30 170+30	4,800
do	Apothecaries	10	75-5-200 +Sex all 30	5(170+30) 2(120+30) 2(95+30) (75+30)	19,860
do + G. 19965-6 med 114-17-48 dt 7/8/19	Sub Ass^{t} Surgeons	5	(1) 65-$\frac{5}{5}$-70 +Sex all: 15 (4) 45-$\frac{10}{5}$-65 +Sex all: 15	70+15 55+15 3(45+15)	4020
	Total				54,720

G. R. S. VI—G/32]

SUBJECT.....

.....

.....

Diary No. of letter replied to... 3247

GENERAL AND REVENUE SECRETARIAT
( )
the *191*

Date of issue..... 22/8/19

Signed by.. W Cobb Lt

Considered

Section Med.
File No. 52 Eg.
Serial No. 1

D.O No. 4444

Dear Sir,

Owing to the paucity of lady graduates in medicine it is found difficult to secure the services of qualified lady doctors for the Med. Dept except in high rates of salary to start with. ~~But~~ 2nd their inclusion in the intermediate ~~graduates~~ grades of the general cadre operates as a hardship on the male medical officers already in the service by reducing their chances of promotion. As a large number of lady doctors will have to be employed to meet our increasing requirements in accordance with our programme of medical relief, there will be frequent supersessions which will in course of time breed discontent in the Medical service. To avoid this undesirable result, it is necessary to form a separate cadre for the lady doctors. The number of lady

CONFIDENTIAL.

No. G.
Encls.

Office of the Senior Surgeon, Mysore Govt.

Dated Bangalore, 4th October 1919

598

From

Rajakarya Pravina Rao Bahadur

T. V. Armugam Mudaliar, Esq., M.B., C.M.,

Senior Surgeon with the Government of

H.H. the Maharaja of Mysore, Bangalore.

OCT 1919

To

The Chief Secretary to the Government of

H. H. the Maharaja of Mysore,

~~Department~~, Bangalore.

Sir,

With reference to your D.O. letter No.G.4492, dated 22nd August 1919, requiring an estimate of the needs of the department in respect of lady doctors for the next five years and the submission of definite proposals in the matter of forming a separate cadre for the lady doctors, I have the honor to state as follows.

For the efficient working of the institutions intended exclusively for the treatment of women and children in the several parts of the State, (institutions which already exist and which are likely to come into existence during the next 5 years), the strength of lady doctors in the department ought to be as shown in the appended statement, viz., 5 Surgeons, 20 Assistant Surgeons or Apothecaries and 14 Sub Assistant Surgeons or a total of 39 and a reserve of 6. There are at present in the service 2 Lady Surgeons, 4 Lady Assistant Surgeons, 9 Lady Apothecaries and 5 Lady Sub Assistant Surgeons. Of these, one Surgeon and 3 apothecaries are due to retire within the period in question, so that we shall require four Surgeons, 10 Assistant Surgeons or Apothecaries and 15 Sub Assistant Surgeons (including 6 reserve Sub Assistant Surgeon

The entertainment of lady doctors in the intermediate grades of the cadre which is now common to members of both

Yrs

the sexes is not only a source of hardship to the men-doctors as pointed out in your letter but is also likely to cause discontent among the lady-doctors who cannot at present step into the positions vacated by senior lady officers directly but have to wait for the grade to grade promotions till all the senior male-doctors will have been promted. The formation of a separate cadre for the lady doctors will therefore be to the advantage of the men-doctors as well as of the lady-doctors.

The Women's Medical Service of India is divided into two Branches. Recruitment to the Senior Branch is made from among women holding First Class medical qualifications registrable in the United Kingdom, the pay and prospects being

Rs. 350 during a year's probation.
Rs. 400 on confirmation, during the next three years.
Rs. 450 from 5th to 7th year;
Rs. 500 from 8th to 10th year;
Rs. 550 over ten years of service.

Candidates for appointment to the Junior Branch of the Service must possess a medical qualification registrable in the United Kingdom and in India and must be either unmarried or widows. They are graded and paid as follows:-

4th Grade	1 - 5 years' service	Rs. 130
3rd Grade	6 - 10 -do-	Rs. 165
2nd Grade	11 - 15 years	Rs. 200
1st Grade	16 years -	Rs. 250

There are some senior posts on a pay of Rs. 300 promotion to which will be by selection. Promotion to the 3rd and 2nd Grades is also subject to satisfactory report of progress in post-graduate course which has to be attended.

Members of both branches are given free furnished quarters or a house-rent in lieu thereof. They are also entitled to travelling allowance for joining first appointment.

It will be seen from the above that the pay of the several grades in the senior and junior branches of the Womens' Medical Service nearly corresponds with ~~those~~ and is even a little less than the pay fixed for the Surgeon's and Assistant Surgeon's Grades of the Mysore Medical Service. There seems, therefore, to be no neces-

sity

necessity for increasing the rates of pay in the local service On the contrary the maximum pay for Surgeons in the Ladies' cadre may be fixed at Rs. 600, Miss. Govindarajalu, who is the only Lady Officer drawing a pay of Rs.700 and who is shortly to retire, being either treated as an exception or the portion of her salary in excess of Rs.600 being treated as a Perspnal allowance. I would accordingly suggest the following rates of pay for the several grades of the proposed cadre of Lady Doctors:-

Lady Surgeons (5)

5th class	1 to 3	years' service	Rs.400
4th class	4 - 6	-do-	Rs.450
3rd class	7 - 9	-do-	Rs.500
2nd class	10 - 12	-do-	Rs.600

Lady Assistant Surgeons (20)

(8) 1st class pay Rs.200-20-360 as at present.

(12) 2nd class pay Rs.120-10-200 -do-

An allowance of Rs.50 for a Lady Surgeon and Rs.30 for a Lady Assistant Surgeon may be given as at present.

Candidates for entertainment in the above grades must, as a rule, possess a Medical Degree of any recognised Indian or European University On account of the difficulty of securing Lady Medical Graduates, ladies possessing the Apothecary qualification may, for some years, be admitted to the Assistant Surgeon's Grade, provided that no Lady Assistant Surgeon with mere Apothecary's qualification be allowed to rise higher than a 1st class Assistant Surgeon's Grade. Promotion from the 2nd to the 1st class of Assistant Surgeons and from the 1st class of Assistant Surgeons to the Grade of Surgeons to be on by selection and on the occurrence of vacancies. The cadre of Lady Apothecaries may be done away with.

Lady Medical Subordinates will consist of those holding the qualification of Sub Assistant Surgeon of the Mysore Medical School or of any other recognised Medical School in India. The pay of this grade needs revision to bring it in a line

with

with what obtains in British India, where the minimum is Rs.50 rising by quinquennial increments of Rs.10 in Bengal, and ~~Rs.~~ Rs.15 in Bombay and triennial increments of Rs.5 in Madras, as shown below:-

	Madras.	Bombay	Bengal.	Mysore
1 - 3 years	Rs.50	1- 5 years Rs.50	1- 5 years Rs.50	45
4 - 6 "	Rs.55			
7 - 9 "	Rs.60	6-10 " Rs.65	6-10 " Rs.60	55
10 -12 "	Rs.65			
13- 15 "	Rs.70	11-15 " Rs.80	11-15 " Rs.70	65
16- 18 "	Rs.75			
19- 21 "	Rs.80	Over 15 " Rs.95	Over 15 " Rs.80	70
22- 24 "	Rs.90			
Over 24 "	Rs.100			
Senior Grade(II)	Rs.110	Senior (II) Rs.110	Senior (II) Rs.100	80
-Do- (I)	Rs.120	-Do-(I) Rs.120	-Do- (I) Rs.120	90

The adoption of the Madras scale appears to be preferable in as much as it holds out prospects of promotion for a period of 24 years, while under the ~~Bombay~~ Bombay and the ~~Bengal~~ Bengal scales there is bound to be a period of stagnation after completion of 15 years' service, promotion to the Senior Grade (containing a limited number of appointments) being determined by vacancies. The number of Lady Sub Assistant Surgeons required for the next five years is estimated at 20. Of these 3 appointments may be of the Senior Grade, one in the ~~1st~~ 1st class and 2 in the 2nd class, and the remaining 17 may be of the ordinary grade with the time scale promotions as in Madras. An allowance of Rs.15 (as at present) may be attached to each of these posts.

Lady Medical Officers and subordinates of all classes ought to be provided with rent-free quarters near the institutions to which they are attached, or given house-rent in lieu thereof.

The above scales of pay ought to prove sufficiently attractive to secure for our service well qualified lady doctors of the different grades.

I have the honor to be,
Sir,
Your most obedient servant,

Senior Surgeon.

Statement showing the number of lady doctors required for the existing and proposed medical institutions intended exclusively for the treatment of women and children.

Name of institution	Surgeons.	Asst. Surgeons	Sub Assistant Surgeons	Remarks.
Maternities at Bangaloro, Mysore and Robertsonpet.	3	3	3	This is the full compliment required for the efficient working of those 1st class institutions where it ought to be possible to perform every kind of operation on ladies by ladies.
Women and children's departments of the Victoria Hospital, Bangalore, and the Krishnarajendra Hospital, Mysore.	2	2	2	
Female Dispensaries at Tumkur, Shimoga & Chickmagalur, under development into small maternities.	0	3	3	An Assistant Surgeon & a Sub Assistant Surgeon to help, will do for these institutions.
Female dispensaries at Kolar, Hassan, Chitaldrug, Sagar, Thirthahalli, Tarikere, Chickbullapur and Davangere	0	8	0	Being District and important Taluk Head Qrs a lady of the Assistant Surgeon's Grade should be posted in each of these places.
Female Dispensaries proposed or to be proposed, at Nanjangud, Saklespur, Koppa and Mudigere	0	4	0	Being important Taluk Head Quarters, require Lady Assistant Surgeon (the L.F. Dispensaries are in charge of male Assistant Surgeons.)
Ditto, at Chiptamani, Sira, Hole-narsipur, and a place to be selected in the Bangalore District.	0	0	4	Being places of less importance, a Sub Assistant Surgeon will suffice at each of these.
Epidemic Diseases Hospitals at Bangalore and Mysore	0	0	2	To make these institutions attractive to female patients
Reserve for leave and other vacancies and emergencies.	0	0	6	To be kept at each of the District Hd. Qrs. except Bangalore and Mysore.
Total requirements	5	20	20	

Senior Surgeon.

Compd No GE 1183 9/9/26

Proceedings of the Government of H.H. the Maharaja of Mysore.

*****

Read:-

Ord 1 Ed 5-2-19-3

1. G.O.No.G.679-80-Med.69-16-4 dated 13th June 1918 sanctioning the re-organisation of the Medical Department.

2. G.O.No.G.11538-9-Med.29-18-2 dated 14th December 1918 sanctioning the allocation of the officers of the Medical Department in the new grades.

3. G.O.No. (Camp) 215-6 dated 4th October 1919 directing that the vacancy caused by the death of Miss. Ayachammal be kept open.

4. Correspondence ending with letter No.C.147-2 dated 4/7th October 1919 from the Senior Surgeon submitting proposals for forming a separate cadre for lady Medical Officers in the State, together with a statement of Lady Doctors and Lady Medical Officers that would be required during the next five years.

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Order No. G 1964-74 / ~~Md 25-20~~

Dated Bangalore, the 27/7/26

In their Order of the 13th July 1918, Government sanctioned a revision of the several grades of officers of the State Medical Department. In it, Sex Allowances of Rs. 50/- for each Lady Surgeon, of Rs.30/- for each Lady Assistant Surgeon or Apothecary and of Rs.15/- for each Lady Sub Assistant Surgeon were sanctioned in addition to the grade pay. But the charges reserved for Lady Medical

Officers

were not listed and the proportion of officers of the two sexes in the cadres at any time was left to be decided by circumstances from time to time.

2. Recent experience has shown that, while it is necessary to recruit an increasing number of Lady Graduates in medicine, it is difficult to secure their services except on rates of salary higher than those that can be offered to male Graduates of similar qualifications. In consequence Lady Graduates have to be appointed on intermediate rates of pay in the several grades and this has operated as a hardship on male Medical Officers already in the service. On the other hand, the inclusion of Medical Officers of both sexes in one and the same cadre has rendered it difficult to post an available junior Lady Medical Officer to a Senior charge which is necessarily one for a Lady Doctor without creating some ground of grievance for male Medical Officers who are seniors,. With a view to avoid these inconveniences and remedy the hardships resulting to both branches of services from a combined cadre, Government resolve to form a separate cadre for Lady Doctors.

3. While thus separating the cadres, it is found that at present there will be only two Lady Surgeons and that the regulation of promotion according to vacancies from class to class adopted in the Government Order of July 1918 will cause undue hardship. A time scale is therefore

better suited to the needs of the case. Government consider also that the pay and prospects of Lady Sub Assistant Surgeons should be improved. The minimum pay of this class of officers will accordingly be raised to Rs. 50/- and their increments made trienniel instead of quinquenniel. Two prize appointments on Rs. 100/- will also be provided for them. In view of the increased pay and prospect the Sex Allowance in their case will be fixed at Rs. 10/- per mensem.

4. The cadre for Lady Medical Officers will accordingly be as follows :-

Surgeons. Two on Rs. 400-50/3-600 plus Rs.50/- Sex Allowance.

Assistant Surgeons, 1st Grade. 3 on Rs. 200-20-360 plus Rs. 30/- Sex Allowance.

Assistant Surgeons, 2nd grade. 2 on Rs. 120-10-200 plus Rs.30/- Sex Allowance.

Apothecaries. 10 on Rs. 75-5-200 plus Rs.30/- Sex Allowance.

Sub Assistant Surgeons. 5 on grades as follows :-

1 to 3 years.	Service	Rs.	50
4 to 6	"	"	55
7 to 9	"	"	60
10 to 12	"	"	65
13 to 15	"	"	70
16 to 18	"	"	75
19 to 21	"	"	80
22 to 24	"	"	90

with a Sex Allowance of Rs. 10/- each.

Two prize appointments on Rs. 100/-

Miss Govindarajulu is permitted to retain her present scale of pay as personal to her.

5. This cadre takes into account only officers already in service and will be added to or varied from time to time according as existing institutions are developed

or new ones are opened, and according as the Lady Apothecaries now in service retire and are replaced by Lady Assistant or Sub Assistant Surgeons.

The numbers of Assistant Surgeons 1st and 2nd grade will be subject to variation in the light of orders regarding the promotion of certain officers which is separately under consideration.

6. The strength in the grades of Assistant Surgeons and Sub Assistant Surgeons sanctioned in Government Order No.G.679-80/Med.69-16-4 dated 13th July 1918 will be reduced by the number of Lady Officers in each grade and class now separated and included in the cadre of Lady Medical officers, while the strength in the grade of Surgeons sanctioned in the said Order will be reduced by a place on Rs.500/- and another on Rs. 450/-.

7. The Senior Surgeon is requested to submit proposals for re-allocating the existing officers in the several new grades now sanctioned.

C88/577.

ACS 19/6/20.

Chief Secretary to Govt.

To

The Senior Surgeon in Mysore.

" Comptroller, Mysore Government through Finl. Sectt.

" Presidents of the Municipalities and District Boards.

" President, K.G.F Sanitary Board

Nelson Table

C88/19/6.

CP.

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. G. 1964-74—Med. 52-19-3, dated 27th July 1920.

Lady Medical Officers.

Sanctions a separate Cadre for — in the State.

W D 225—GPB—31-8-20—235

No. G. 1964-74—Med. 52-19-3, dated 27th July 1920.

Apothecaries.—Ten on Rs. 75-5-200 plus Rs. 30—Sex allowance.

Sub-Assistant Surgeons.—Five on grades as follows:—

	Rs.	
1 to 3 years service ..	.. 50	With a Sex allowance of Rs. 10 each.
4 to 6 do ..	.. 55	
7 to 9 do ..	.. 60	
10 to 12 do ..	.. 65	
13 to 15 do ..	.. 70	
16 to 18 do ..	.. 75	
19 to 21 do ..	.. 80	
22 to 24 do ..	.. 90	
Two prize appointments on ..	.. 100	

Miss Govindarajulu is permitted to retain her present scale of pay as personal to her.

5. This cadre takes into account only officers already in service and will be added to or varied from time to time according as existing institutions are developed or new ones are opened, and according as the Lady Apothecaries now in service retire and are replaced by Lady Assistant or Sub-Assistant Surgeons.

The numbers of Assistant Surgeons 1st and 2nd grade will be subject to variation in the light of orders regarding the promotion of certain officers which is separately under consideration.

6. The strength in the grades of Assistant Surgeons and Sub-Assistant Surgeons sanctioned in Government Order No. G. 670-80—Med. 69-16-4, dated 13th July 1918, will be reduced by the number of Lady Officers in each grade and class now separated and included in the cadre of Lady Medical Officers, while the strength in the grade of Surgeons sanctioned in the said order will be reduced by a place on Rs. 500 and another on Rs. 450.

7. The Senior Surgeon is requested to submit proposals for re-allocating the existing officers in the several new grades now sanctioned.

C. S. BALASUNDARAM IYER,
Chief Secretary to Government.

To—The Senior Surgeon in Mysore.
The Comptroller to Government, through the Financial Secretariat.
The Presidents of the Municipalities and District Boards.
The President, Kolar Gold Field Sanitary Board.
PRESS TABLE.

Exd.—G. W. B